

FPM LTR. NO. 530-178

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UNITED STATES CIVIL SERVICE COMMISSION

FEDERAL PERSONNEL MANUAL SYSTEM

LETTER

Washington, D.C. 20415

FPM LETTER NO. 530-178

October 26, 1973

Supersedes FPM Letters 530-175, 530-176, and 530-177

SUBJECT: Adjustment of Special Minimum Rates and Rate Ranges Established
Under 5 U.S.C. 5303 To Reflect General Pay Increase

Heads of Departments and Independent Establishments:

1. Under authority of 5 U.S.C. 5303(d), which requires a determination on how the salary rates of employees covered by special rate schedules shall be adjusted at the time of a general pay increase, the Commission has decided that the pay of such employees shall be increased by an amount fully equivalent to the general pay increase for General Schedule employees authorized by Executive Order 11739. This decision is being implemented by the special schedules attached to this letter, and the higher pay rates are effective the same date as the general pay increase.

2. The pay of employees on the rolls and covered by special rates will be converted to the new special rate ranges in accordance with section 530.307(b) of the Commission's regulations. The applicable part of the section reads as follows:

"(b) When an employee was receiving a special rate immediately before the effective date of a statutory pay increase, he shall receive on that effective date the rate of basic pay for: (1) the numerical rank in the new special rate range for his grade or level that corresponds with the numerical rank of the special rate he was receiving immediately before that effective date;..."

To illustrate the effect of 530.307(b), the rate of adjustment for Accountant GS-510-7, is used: An employee in the third step rate of the GS-7 special rate range immediately before the effective date will remain in the third step of the new special rate range on the effective date, and his salary will be increased from \$11,105 to \$11,629 as of the first pay period that begins on or after October 1, 1973.

INQUIRIES: Leave and Special Pay Policy Section, Bureau of Policies and Standards, Code 101, Extension 25604

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3. The pay of employees who are receiving a "saved rate" as a result of a special rate range having been reduced previously (but not discontinued) will be adjusted in accordance with the provisions of section 531.205(a)(3) of the Commission's regulations. This means that the pay for these employees will be adjusted by the amount of increase granted to the tenth rate of the special rate range rather than the regular range.

To illustrate, the rate of adjustment for GS-5 Police Series (Washington, D.C. SMSA) is used: An employee receiving a saved rate would have his pay increased by \$471, the amount of increase for the tenth step of the GS-5 special rate range in this FPM Letter.

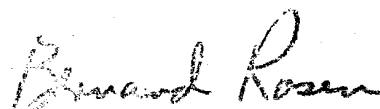
4. The annual review of special salary rates has not been completed and therefore an additional FPM Letter will be published within the next few days to "automatically adjust" most of the special schedules in FPM Letter 530-178 pending completion of the review. This means that the special rates for almost all authorizations will be reduced to about the same dollar amounts (but not lower) that were in effect before the general pay increase. For some authorizations, while a special rate will continue to apply, certain grade levels previously covered may revert to the regular schedule. Further adjustments in the special schedules may be made at a later date as warranted by the annual review findings.

5. Agencies are cautioned not to use the rates shown in this FPM Letter when making commitments for future actions such as appointments or promotions.

6. Any downward adjustments in rates, however, would be adjustments to the special schedules only. Employees on the rolls will retain their existing rates of pay including the amount of the general pay increase.

7. This FPM Letter also corrects the geographic coverage of the special salary rates for the GS-610 Nurse Series and the GS-615 Public Health Nurse Series, New York City, New York (Table No. 296). The geographic coverage for these positions was inadvertently changed by Installment No. 192, Basic FPM. Regular salary rates, not special salary rates, have always applied to Nurse positions outside the immediate New York City area. Any adjustments to employee's pay made as a result of this action must be corrected. The provisions of section 5584 of title 5, United States Code, relating to waiver of overpayments are appropriate in this instance and should be applied by agencies.

By direction of the Commission:



Bernard Rosen
Executive Director

Attachments

Attachment 1 to FPM Ltr. 530-178 (1)

1. This attachment contains the basic salary rate information for each occupation and grade level for which special rates are currently authorized.
2. The columns on the pages that follow identify:
 - a. Specific occupational series coverage by series code and title;
 - b. The geographic coverage; *
 - c. Grade or grade levels covered;
 - d. The special minimum rate, identified as "1st Step Rate";
 - e. The special maximum rate, identified as "10th Step Rate" for General Schedule occupations;
 - f. The amount of the within-grade increase;
 - g. The effective date which will be the first day of the pay period that starts on or after the date shown.
3. The full range of special rates for each grade can be prepared by successively adding the amount of the within-grade increase, as shown for each grade, beginning with the special minimum rate, to produce a rate for each step up to the special maximum rate. To illustrate, the Accountant, GS-510-7, situation is used:

(The special minimum (i.e., 1st step rate) is \$10,965 the special maximum (i.e., 10th step rate) is \$13,953 and the amount of the within-grade increase is \$332 a year.)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
\$10,965	\$11,297	\$11,629	\$11,961	\$12,293	\$12,625	\$12,957	\$13,289	\$13,621	\$13,953

This procedure is to be followed in preparing a full schedule of special rates for each occupation and grade level listed in Attachment 1. As an aid to preparing the various schedules, Attachment 2 contains a comprehensive table which shows the correct dollar amount for each possible step for each GS grade which may be used in the various special schedules. By locating the special minimum rate and special maximum rate on these tables, the full range of authorized rate is readily identified.

* Where cited, SMSA means the Standard Metropolitan Statistical Area as defined by the Office of Management and Budget.

Note: (Table numbers are provided for use by agencies in data processing systems.)

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GS-000 Miscellaneous Occupations

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-081 Firefighter (General) Firefighter (Structural) Firefighter (Airfield) Table No. 001	Naval Training Center, Great Lakes, Illinois and Federal installations within a 22-mile radius of the Center	GS-3 GS-4	\$6,836 7,438	\$8,762 9,598	\$ 214 240	10-1-73
GS-081 Fire Protection and Prevention Series Table No. 011	Clear Air Force Base, Alaska	GS-3 GS-4 GS-5 GS-6	7,906 8,398 8,859 9,276	9,832 10,558 11,271 11,967	214 240 268 299	10-1-73
GS-083 Police Series Table No. 008	Washington, D.C., SMSA, including District of Columbia Children's Center, Laurel, Maryland and Quantico Marine Base	GS-4 GS-5	7,918 8,323	10,078 10,735	240 268	10-1-73
<u>GS-300 General Administrative, Clerical, and Office-Services Group</u>						
GS-301 Police Cadet Table No. 150	District of Columbia Metropolitan Police Department	GS-2 GS-3	6,060 6,622	7,761 8,548	189 214	10-1-73
GS-343 GAO Management Auditor Table No. 257	Worldwide	GS-7	10,965	13,953	332	10-1-73
GS-359 Electric Accounting Machine Operating Series, Grade 4 Only Table No. 154	Juneau Election District, Alaska	GS-4	7,678	9,838	240	10-1-73
GS-510 GAO Auditor Table No. 257	<u>GS-500 Accounting and Budget Group</u> Worldwide	GS-7	10,965	13,953	332	10-1-73
GS-510 Accounting Series GS-512 Internal Revenue Agent Series Table No. 258	Worldwide	GS-5 GS-6	9,931 11,400	12,343 14,400	268 332	10-1-73

Attachment 1 to FPM Letter 530-178 (2)

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GS-600 Medical, Hospital, Dental and Public Health Group

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-602 Medical Officer Series	Worldwide	GS-11	\$19,072	\$23,473	\$ 489	10-1-73
		GS-12	22,744	27,991	583	
		GS-13	26,189	32,390	689	
		GS-14	28,287	35,559	808	
Table No. 290	*Note: Maximum rate may not exceed \$36,000 a year.	GS-15	30,147	38,625*	942	
GS-610 Nurse Series	Galveston, Texas	GS-4	8,398	10,558	240	10-1-73
Table No. 306		GS-5	8,859	11,271	268	
GS-610 Nurse Series	San Francisco, California and 35-mile radius extended to include Travis Air Force Base	GS-4	8,638	10,798	240	10-1-73
		GS-5	9,127	11,539	268	
Table No. 303		GS-6	9,575	12,266	299	
GS-610 Nurse Series	Baltimore, Maryland Standard Metropolitan Statistical Area	GS-4	8,638	10,798	240	10-1-73
Table No. 292		GS-5	9,127	11,539	268	
		GS-6	9,575	12,266	299	
GS-610 Nurse Series	Boston, Massachusetts Standard Metropolitan Statistical Area	GS-4	8,398	10,558	240	10-1-73
Table No. 305		GS-5	8,859	11,271	268	
GS-610 Nurse Series	Washington, D.C. Standard Metropolitan Statistical Area including the D.C. Government's Children's Center, Laurel, Maryland and the U.S. Marine Corps Base, Quantico, Virginia	GS-4	8,638	10,798	240	10-1-73
Table No. 304		GS-5	9,127	11,539	268	
GS-610 Nurse Series	New York City, New York	GS-4	8,638	10,798	240	10-1-73
GS-615 Public Health Nurse Series		GS-5	9,663	12,075	268	
		GS-6	10,173	12,864	299	
		GS-7	10,633	13,621	332	
Table No. 296		GS-8	11,397	14,709	368	

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Attachment C / PM Letter 530-178 (3)

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GS-600 Medical, Hospital, Dental, and Public Health Group

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-621 Licensed Practical Nurse Table No. 334	New York, New York SMSA Nassau-Suffolk, New York SMSA	GS-3 GS-4 GS-5	\$7,478 7,918 8,323	\$9,404 10,078 10,735	\$ 214 240 268	10-1-73
GS-621 Licensed Practical Nurse Table No. 337	Cook County, Illinois (Including the city of Chicago)	GS-3 GS-4	6,836 7,438	8,762 9,598	214 240	10-1-73
GS-621 Licensed Practical Nurse Table No. 342	West Haven, Connecticut	GS-3 GS-4	6,836 7,438	8,762 9,598	214 240	10-1-73
GS-621 Licensed Practical Nurse Table No. 343	Boston, Massachusetts SMSA	GS-3 GS-4 GS-5	7,264 7,918 8,323	9,190 10,078 10,735	214 240 268	10-1-73
GS-631 Occupational Therapist GS-633 Physical Therapist Table No. 308	Washington, D.C. SMSA	GS-5 GS-6	9,127 9,276	11,539 11,967	268 299	10-1-73
GS-631 Occupational Therapist GS-633 Physical Therapist Table No. 309	Los Angeles - Long Beach California, SMSA	GS-6	9,276	11,967	299	10-1-73
GS-631 Occupational Therapist GS-633 Physical Therapist Table No. 310	New York City and Suffolk County New York	GS-6 GS-7 GS-8	10,472 10,965 11,397	13,163 13,953 14,709	299 332 368	10-1-73
GS-644 Medical Technologist Series Table No. 318	Washington, D.C. SMSA	GS-5	8,591	11,003	268	10-1-73

Attachment 1 to FPM Letter 0-178 (4)

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GS-600 Medical, Hospital, Dental and Public Health Group

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-644 Medical Technologist Series Table No. 316	Ann Arbor, Michigan Standard Metropolitan Statistical Area	GS-5	\$9,127	\$11,539	\$268	10-1-73
GS-644 Medical Technologist Series Table No. 314	Milwaukee (Wood), Wisconsin	GS-5	9,395	11,807	268	10-1-73
GS-644 Medical Technologist Series Table No. 313	State of California	GS-5 GS-7	9,127 10,301	11,539 13,289	268 332	10-1-73
GS-644 Medical Technologist Series Table No. 348	Indianapolis, Indiana	GS-5	9,127	11,539	268	10-1-73
GS-644 Medical Technologist Series Table No. 331	New York City, New York (includes Bronx, Kings, New York, Queens and Richmond Counties)	GS-5	8,859	11,271	268	10-1-73
GS-647 Medical Radiology Technician Series Table No. 320	New York City, New York	GS-4 GS-5 GS-6 GS-7	8,878 9,395 9,874 10,633	11,038 11,807 12,565 13,621	240 268 299 332	10-1-73
GS-647 Medical Radiology Technician Series Table No. 340	Los Angeles - Long Beach California SMSA (includes all of Los Angeles County)	GS-4 GS-5	8,398 8,591	10,558 11,003	240 268	10-1-73
GS-647 Medical Radiology Technician Series Table No. 346	Suffolk County, New York	GS-4 GS-5 GS-6 GS-7	8,878 9,395 9,874 10,633	11,038 11,807 12,565 13,621	240 268 299 332	10-1-73

Attachment 1 to FPM Letter 530-178 (5)

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GS-600 Medical, Hospital, Dental, and Public Health Group

Attachment 1 to FPM Let. 530-178 (6)

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-647 Medical Radiology Technician Series Table No. 341	Cook County, Illinois (including the city of Chicago)	GS-4	\$7,678	\$9,838	240	10-1-73
GS-649 Inhalation Therapy Technician Table No. 344	New York, New York SMSA Nassau-Suffolk, New York SMSA	GS-4 GS-5 GS-6	8,158 8,859 9,276	10,318 11,271 11,967	240 268 299	10-1-73
GS-660 Pharmacist Table No. 322	State of California	GS-9	12,573	16,227	406	10-1-73
GS-682 Dental Hygienist Series Table No. 327	Norfolk and Newport News-Hampton, Virginia SMSA's	GS-4 GS-5	8,158 9,127	10,318 11,539	240 268	10-1-73
GS-682 Dental Hygienist Table No. 328	States of California and Nevada	GS-4 GS-5	7,678 8,591	9,838 11,003	240 268	10-1-73
GS-682 Dental Hygienist Series Table No. 338	Denver, Colorado SMSA	GS-4 GS-5 GS-6	8,158 8,591 9,276	10,318 11,003 11,967	240 268 299	10-1-73
GS-682 Dental Hygienist Table No. 347	Columbia, Missouri	GS-4 GS-5 GS-6	8,638 9,127 9,874	10,798 11,539 12,565	240 268 299	10-1-73

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GS-000 Miscellaneous Occupations

OCCUPATIONAL SERIES COVERAGE	GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-701 Veterinarian Series Table No. 400	Worldwide	GS-9	\$13,791	\$17,445	\$406	10-1-73
GS-810 Civil Engineer Table No. 413	Dover AFB, Delaware	GS-5 GS-7	10,467 11,629	12,879 14,617	268 332	10-1-73
GS-830 Mechanical Engineer* (Special rates limited to mechanical engineers engaged in motor vehicle emission control mobile source compliance program and mobile source standards program.) Table No. 412	Ann Arbor, Michigan SMSA	GS-5 GS-7	10,467 11,961	12,879 14,949	268 332	10-1-73
GS-1654 Printing Management Series (Note: Eligibility for these special rates is limited to employees who have at least a Baccalaureate Degree with a major in printing management.) Table No. 725	Nationwide	GS-5	9,395	11,807	268	10-1-73
GS-1710 Teacher (Note: Eligibility for these special rates is limited to employees engaged in teaching students with "special needs" in the school identified.) Table No. 750	Mary G. Zeigler School, Department of Public Welfare, District of Columbia Government, Laurel, Maryland	GS-5	8,859	11,271	268	10-1-73

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GRADE	STATUTORY RANGE									
	(Effective the first day of the first pay period beginning on or after October 1, 1973)									
GS-1	\$ 5,017	\$ 5,184	\$ 5,351	\$ 5,518	\$ 5,685	\$ 5,852	\$ 6,019	\$ 6,186	\$ 6,353	\$ 6,520
GS-2	5,652	5,871	6,090	6,249	6,438	6,627	6,816	7,005	7,194	7,383
GS-3	6,408	6,622	6,836	7,050	7,264	7,478	7,692	7,906	8,120	8,334
GS-4	7,198	7,438	7,678	7,918	8,158	8,398	8,638	8,878	9,118	9,358
GS-5	8,055	8,323	8,591	8,859	9,127	9,395	9,663	9,931	10,199	10,467
GS-6	8,977	9,276	9,575	9,874	10,173	10,472	10,771	11,070	11,369	11,668
GS-7	9,969	10,301	10,633	10,965	11,297	11,629	11,961	12,293	12,625	12,957
GS-8	11,029	11,397	11,765	12,133	12,501	12,869	13,237	13,605	13,973	14,341
GS-9	12,167	12,573	12,979	13,385	13,791	14,197	14,603	15,009	15,415	15,821
GS-10	13,379	13,825	14,271	14,717	15,163	15,609	16,055	16,501	16,947	17,393
GS-11	14,671	15,160	15,649	16,138	16,627	17,116	17,605	18,094	18,583	19,072
GS-12	17,497	18,080	18,663	19,246	19,829	20,412	20,995	21,578	22,161	22,744
GS-13	20,677	21,366	22,055	22,744	23,433	24,122	24,811	25,500	26,189	26,878
GS-14	24,247	25,055	25,863	26,671	27,479	28,287	29,095	29,903	30,711	31,519
GS-15	28,263	29,205	30,147	31,089	32,031	32,973	33,915	34,857	35,799	36,741

EXTENDED RANGE FOR SPECIAL RATES										Within Grade In- creases	GRADE
\$ 6,687	\$ 6,854	\$ 7,021	\$ 7,188	\$ 7,355	\$ 7,522	\$ 7,689	\$ 7,856	\$ 8,023	\$ 167		
7,572	7,761	7,950	8,139	8,328	8,517	8,706	8,895	9,084	189		GS-2
8,548	8,762	8,976	9,190	9,404	9,618	9,832	10,046	10,260	214		GS-3
9,598	9,838	10,078	10,318	10,558	10,798	11,038	11,278	11,518	240		GS-4
10,735	11,003	11,271	11,539	11,807	12,075	12,343	12,611	12,879	268		GS-5
11,967	12,266	12,565	12,864	13,163	13,462	13,761	14,060	14,359	299		GS-6
13,289	13,621	13,953	14,285	14,617	14,949	15,281	15,613	15,945	332		GS-7
14,709	15,077	15,445	15,813	16,181	16,549	16,917	17,285	17,653	368		GS-8
16,227	16,633	17,039	17,445	17,851	18,257	18,663	19,069	19,475	406		GS-9
17,839	18,285	18,731	19,177	19,623	20,069	20,515	20,961	21,407	446		GS-10
19,561	20,050	20,539	21,028	21,517	22,006	22,495	22,984	23,473	489		GS-11
23,327	23,910	24,493	25,076	25,659	26,242	26,825	27,408	27,991	583		GS-12
27,567	28,256	28,945	29,634	30,323	31,012	31,701	32,390	33,079	689		GS-13
32,327	33,135	33,943	34,751	35,559	36,367	37,175	37,983	38,791	803		GS-14
37,683	38,625	39,567	40,509	41,451	42,393	43,335	44,276	45,218	942		GS-15

Attachment 2 to FPM Ltr. 530-178

* Rates may not exceed the rate for Executive Level V. As of October 1973, Executive Level V rate was \$35,000.

** Rates may not exceed the regular rate for GS-15.

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ADMINISTRATIVE - INTERNAL USE ONLY

ACCOUNTANT PAY SCHEDULE (GSF)
PER ANNUM RATES
EFFECTIVE 14 October 1973

Grade	Increment	1*	2	3	4	5	6	7	8	9	10
GSF-05	\$268	\$9,931	10,199	10,467	10,735	11,003	11,271	11,539	11,807	12,075	12,343
GSF-06	\$299	\$10,173	10,472	10,771	11,070	11,369	11,668	11,967	12,266	12,565	12,864
GSF-07	\$332	\$10,965	11,297	11,629	11,961	12,293	12,625	12,957	13,289	13,621	13,953

* Corresponding Statutory rates: GS-05-eighth; GS-06-fifth;
GS-07-fourth

Occupational Categories to which the above rates apply:
GSF-0510.10 Business Accountant
GSF-0510.12 Accountant
GSF-0510.13 Auditor

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ACCOUNTANT PAY SCHEDULE (GSF)
PER ANNUM RATES
EFFECTIVE 28 October 1973

Grade	Increment	1*	2	3	4	5	6	7	8	9	10
GSF-05	\$268	\$9,663	9,931	10,199	10,467	10,735	11,003	11,271	11,539	11,807	12,075
GSF-06	\$299	\$9,874	10,173	10,472	10,771	11,070	11,369	11,668	11,967	12,266	12,565
GSF-07	\$332	\$10,633	10,965	11,297	11,629	11,961	12,293	12,625	12,957	13,289	13,621

* Corresponding Statutory rates: GS-05-seventh; GS-06-fourth;
GS-07-third

Occupational Categories to which the above rates apply:
GSF-0510.10 Business Accountant
GSF-0510.12 Accountant
GSF-0510.13 Auditor

ADMINISTRATIVE - INTERNAL USE ONLY